

立法會 *Legislative Council*

LC Paper No. CB(4)1214/17-18(05)

Ref: CB4/PL/PS

Panel on Public Service

Meeting on 15 June 2018

Updated background brief on employment of persons with disabilities in the civil service

Purpose

This paper provides background information on the employment of persons with disabilities ("PWDs") in the civil service, and summarizes the major views and concerns expressed by members when the subject was discussed by the Panel on Public Service ("the Panel") at previous meetings.

Background

Policy on employment of PWDs and facilitating measures

2. The Government's policy and related facilitating measures on the employment of PWDs seek to enable candidates with disabilities to compete with able-bodied candidates on equal footing, thereby allowing them, able-bodied or disabled alike, to have equal access to job opportunities in the Government. The facilitating measures being implemented by the Administration for PWDs to apply for civil service posts are as follows:

- (a) candidates with disabilities who meet the basic entry requirements for a post will not be subject to shortlisting criteria, if any. Once candidates with disabilities meet the basic entry requirements, they will be automatically invited to attend selection interview/test;
- (b) where a candidate who has indicated that he/she has a disability is invited to a test/interview, the recruiting bureau/department ("B/D") is required to proactively ascertain from the candidate

any assistance or accommodation needed, and the test/interview process would be suitably adjusted to cater for his/her special needs;

- (c) if a candidate with disability is found suitable by the recruitment board to carry out the duties of certain posts in a specific rank, he/she may be recommended for appointment even though he/she may not be able to perform the full range of duties of every post in the concerned rank due to his/her disability; and
- (d) an appropriate degree of preference may be given to candidates with disabilities found suitable for appointment by placing them ahead of able-bodied candidates whose suitability for appointment is considered comparable to the former.

The Administration will continue to organize briefing-cum-sharing sessions for human resource managers in all B/Ds from time to time to refresh their understanding of the policy and ensure consistency in the application of the facilitating measures.

Assistance provided to PWDs working in the Government

3. The Administration provides on-the-job assistance and reasonable accommodation to PWDs working in the Government, such as modifying the work areas and facilities, providing necessary equipment and making appropriate changes to job design and work schedules. The Civil Service Bureau ("CSB") will continue to provide funding for B/Ds to purchase technical aids for officers with disabilities so as to enable them to perform their duties.

Statistics on PWDs being employed in the civil service

4. The Administration compiles statistics on the number of PWDs being employed in the civil service each year.¹ As at 31 March 2017, the number of PWDs employed in the civil service stood at 3 087, representing about 2% of the strength of the civil service.²

¹ There is no mandatory requirement for civil service job applicants and serving officers to declare their disability, if any. The statistics are compiled on the basis of information available to the management of B/Ds.

² Controlling Officer's Reply on the Examination of Estimates of Expenditure 2018-2019 (Reply Serial No. CSB003).

5. Further statistics on the employment of PWDs in the civil service³ from 2012-2013 to 2016-2017 are set out in **Appendices I to VI** as follows:

Appendix I Number of civil servants who declared their disabilities (by types of disability)

Appendix II Number of civil servants who declared their disabilities (by B/Ds)

Appendix III Number of newly recruited civil servants who declared their disabilities during the recruitment process (by types of disability)

Appendix IV Number of newly recruited civil servants who declared their disabilities during the recruitment process (by B/Ds)

Appendix V Number of civil servants with disabilities leaving the civil service (by types of disability)

Appendix VI Number of civil servants with disabilities leaving the civil service (by B/Ds)

Internship scheme for students with disabilities

6. As a drive to promote the employment of persons with disabilities in the Government and to provide more opportunities for B/Ds to better understand the ability and potential of PWDs, CSB has launched an internship scheme for students with disabilities ("internship scheme") since 2016 for full-time undergraduate students with disabilities studying in local universities and students of the Shine Skills Centre ("Shine") of the Vocational Training Council. A total of 43 students, including 20 full-time undergraduate students from seven local universities and 23 students from Shine, participated in an eight-week internship scheme in 2016. They were assigned to 22 B/Ds to perform administrative or clerical duties. Upon completion of the internship, as a recognition of the students' accomplishment, a Certificate of Internship was awarded subject to satisfactory attendance, conduct and performance.

7. In 2017, the Administration offered a remuneration of \$9,600 per month to undergraduate students with disabilities joining the scheme, which was on par with the remuneration offered to students interns engaged under the Post-Secondary Student Summer Internship Programmes of the Government.

³ Persons with colour blindness or defective colour perception are excluded.

As regards the students from Shine, their allowance was set at \$8,500 for the eight-week programme in 2017 in consultation with Shine.

Past discussions

8. Major views and concerns expressed by Panel members since the 2013-2014 session and the Administration's responses are summarized below.

Measures to promote and facilitate the employment of PWDs in the civil service

9. Members generally considered that the number of PWDs being employed in the civil service had remained at a too low level (3 087 as at 31 March 2017, representing around 2% of the strength of the civil service) over the years. Some members also pointed out that this "2%" figure included some civil servants who became disabled after joining the civil service, and the percentage of new recruits who declared their disabilities during the recruitment exercise in 2016-2017 only represented about 0.5% (49) of the total number of new recruits in the civil service.⁴ To improve the employment of PWDs in the civil service, the Administration was strongly urged to make greater efforts to promote the employment of PWDs in the civil service. Additional funding should also be allocated to B/Ds for them to employ more PWDs and to offer PWDs with long-term positions instead of engaging them under consecutive short-term contracts.

10. The Administration explained that the number of new recruits with disabilities was on the low side because there was no mandatory requirement for applicants for government jobs and serving officers to declare their disabilities. Although the figure of "2%" of PWDs in the civil service might include some civil servants who became disabled after joining the civil service, most of them did not declare their disabilities when they applied for civil service jobs. B/Ds only found out their employees had disabilities when these employees requested assistance, such as technical aids, to enable them to perform their duties. The Administration hoped that with the implementation of the internship scheme, more PWDs would declare their disabilities when applying for civil service jobs and the recruiting B/Ds would have more confidence in employing qualified PWDs.

11. The Administration also advised that it would continue its efforts in promoting the employment of PWDs in the civil service. Apart from reminding B/Ds of the policy and guidelines on the employment of PWDs when

⁴ Controlling Officer's Reply on the Examination of Estimates of Expenditure 2018-2019 (Reply Serial No. CSB064).

conducting recruitment exercises, CSB would work closely with the Labour Department ("LD") to encourage more job seekers with disabilities to apply for government jobs. Under the Non-Civil Service Contract Staff Scheme, B/Ds had the discretion to determine the contract duration having regard to operational needs. Disability of individual employees was not a pertinent factor in determining the duration of the contract.

12. On the suggestion of setting an annual quota of 2% for employing new recruits with disabilities in the Government, the Administration advised at the Panel meeting on 19 June 2017 that most of the students who participated in the internship scheme, especially those undergraduate students, reflected that they were not looking for special treatment such as quotas for PWDs. Instead, they were asking for equal job opportunities. As such, the Administration was focusing its efforts on the provision of facilitating measures for PWDs applying for government jobs and to ensure that those working in the civil service would be considered for promotion on the same basis as others. B/Ds were also encouraged to identify and make good use of the talents of PWDs in performing different tasks.

13. As regards the suggestion that the Administration should visit special schools and arrange civil servants with disabilities to give talks to the students during the visits to raise the students' awareness of the job opportunities for PWDs in the civil service, the Administration advised that CSB had, in collaboration with LD, published a booklet entitled "Employ People Based on Their Abilities – Application for Government Jobs by Persons with Disabilities", which set out major points to be noted by applicants with disabilities in applying for government jobs and the assistance provided by the Selective Placement Division ("SPD") of LD for job seekers with disabilities. The booklet had been uploaded onto the websites of CSB and SPD, and distributed to social welfare organizations, special schools, etc. to facilitate wider dissemination of the relevant information. The Administration added that consideration would be given to other suitable means for disseminating the information, including the suggestion of visiting special schools to apprise students of the government policy and facilitating measures on employment of PWDs.

Disclosure of disability by civil service job applicants

14. Some members enquired whether the Administration's practice of not requiring government job applicants and serving employees to declare their disability status on a mandatory basis was in line with international practices.

15. The Administration advised that the existing arrangement under which job applicants and serving civil servants with disability could choose to disclose their disability was considered appropriate, as it struck a balance between the

need to protect the privacy of individual job applicants and serving officers, and the need of the Administration to monitor the general employment situation of PWDs in the civil service. Since there was no mandatory requirement for job applicants and government employees to declare their disabilities, the statistics on the employment of PWDs in the civil service only reflected the information available to the management of B/Ds instead of providing a full picture of the exact number of job applicants and serving officers with disabilities.

16. Some members were concerned that some candidates with disabilities might have chosen not to declare their disabilities when they applied for government jobs. Suggestion was made that the Administration should explicitly inform all job applicants the facilitating measures provided to PWD during the recruitment process in order to encourage them to declare their disabilities when they applied for government jobs.

17. The Administration advised that the facilitating measures mentioned in paragraph 2 above would provide candidates with disabilities with a better chance to pass the recruitment process and it was especially important for large scale recruitment exercises such as the clerical grades. In this regard, CSB would remind B/Ds the importance of publicizing the relevant facilitating measures to the applicants with disabilities.

Provision of adequate rebus service for PWDs to go to work

18. At the Panel meeting in June 2014, concern was raised that the inadequate supply of rebus service and the high cost of similar service provided by the private sector might discourage PWDs to take up employment. The Administration advised that special arrangements would be made to post appointees with disabilities to an office near their place of residence, where possible. Furthermore, PWDs would be accorded with priority in using rebus service for travelling to and from their place of work on regular basis.

Internship scheme for students with disabilities

19. Members generally supported the internship scheme and hoped that the Administration would strengthen its efforts to promote the employment of PWDs. There were suggestions that application for the internship scheme should be open to all students with disabilities from, instead of referrals by, local universities and Shine, to ensure that all of them had equal opportunities to join the scheme.

20. The Administration has advised that it had expanded the breadth and depth of the internship scheme by increasing the total number of undergraduate student placements from 20 in 2016 to 32 in 2017. The job contents had also

been broadened from administration duties to more stimulating tasks. The Administration would consider opening up the internship scheme to all undergraduate students with disabilities in the future. With the Government leading by example, the Administration hoped that the internship scheme could encourage other employers, including non-governmental organizations and private enterprises, to provide more opportunities for PWDs by launching similar initiatives.

Latest development

21. The Administration will brief members on the employment of PWDs in the civil service at the Panel meeting scheduled for 15 June 2018.

Relevant papers

22. A list of the relevant papers is in **Appendix VII**.

Council Business Division 4
Legislative Council Secretariat
11 June 2018

Appendix I

Number of civil servants who declared their disabilities in 2012-2013 to 2016-2017 (by types of disability)

Type of Disability	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Visual impairment	456	439	412	389	374
Hearing impairment	320	335	352	378	375
Physical disability	1 729	1 696	1 626	1 530	1 418
Intellectual disability	19	17	15	15	15
Ex-mentally ill persons	348	366	352	356	347
Visceral disability	511	546	544	544	537
Others, e.g. autism, speech impairment, specific learning difficulties, etc.	18	16	18	18	21
Total	3 401	3 415	3 319	3 230	3 087

(Source: Examination of Estimates of Expenditure 2018-2019 by the Finance Committee - Reply Serial No. CSB003 – Table 1)

Appendix II

Number of civil servants who declared their disabilities in 2012-2013 to 2016-2017 (by bureaux/departments)

Bureau/Department	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Agriculture, Fisheries and Conservation Department	256	238	219	195	170
Architectural Services Department	26	26	23	22	20
Audit Commission	2	2	1	1	1
Auxiliary Medical Service	1	1	1	1	1
Buildings Department	9	9	13	12	12
Census and Statistics Department	18	18	18	17	17
Civil Aid Service	5	4	3	2	2
Civil Aviation Department	7	7	7	5	5
Civil Engineering and Development Department	33	39	39	36	41
Companies Registry	17	19	19	21	21
Correctional Services Department	240	249	234	224	209
Customs and Excise Department	55	50	47	36	50
Department of Health	77	79	74	77	73
Department of Justice	13	13	13	11	11
Drainage Services Department	103	99	95	96	95
Electrical and Mechanical Services Department	72	71	67	65	62
Environmental Protection Department	5	5	5	6	6
Fire Services Department	28	34	30	40	34
Food and Environmental Hygiene Department	193	185	188	186	172
Government Laboratory	3	4	4	3	2
Government Logistics Department	24	20	20	23	23
Government Property Agency	2	2	2	2	2

Bureau/Department	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	8	8	7	8	7
G.S. : Civil Service Bureau	10	12	14	13	15
G.S. : Commerce and Economic Development Bureau	13	13	12	2	2
G.S. : Constitutional and Mainland Affairs Bureau	1	1	2	2	1
G.S. : Development Bureau	0	2	1	1	2
G.S. : Education Bureau	65	59	52	56	51
G.S. : Environment Bureau	1	1	1	1	1
G.S. : Financial Services and the Treasury Bureau	1	1	1	1	1
G.S. : Home Affairs Bureau	1	2	2	3	2
G.S. : Innovation and Technology Bureau	-	-	-	12	15
G.S. : Labour and Welfare Bureau	1	2	3	3	4
G.S. : Security Bureau	2	2	2	1	2
G.S. : Transport and Housing Bureau	1	1	1	1	1
Highways Department	77	74	70	71	63
Home Affairs Department	51	54	53	56	58
Hong Kong Observatory	1	1	1	1	2
Hong Kong Police Force	685	700	676	628	565
Hospital Authority (On Secondment)	37	34	30	27	21
Housing Department	89	96	100	105	103
Immigration Department	215	214	221	212	200
Information Services Department	1	1	1	2	2
Inland Revenue Department	100	98	99	102	102
Intellectual Property Department	2	2	2	2	2
Invest Hong Kong	1	1	1	1	1

Bureau/Department	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Judiciary	32	34	32	33	31
Labour Department	51	59	60	65	69
Land Registry	21	21	20	21	21
Lands Department	47	55	57	56	55
Legal Aid Department	8	7	7	8	7
Leisure and Cultural Services Department	265	268	267	255	247
Marine Department	34	31	27	24	23
Office of the Communications Authority	9	10	7	10	10
Official Receiver's Office	6	5	5	5	4
Planning Department	4	3	2	2	3
Post Office	101	100	100	100	95
Public Service Commission	1	1	1	0	0
Radio Television Hong Kong	4	3	3	2	1
Rating and Valuation Department	22	23	20	18	21
Registration and Electoral Office	1	2	2	4	4
Social Welfare Department	132	129	126	123	131
Trade and Industry Department	9	9	10	9	10
Transport Department	23	22	25	28	27
Treasury	9	10	8	9	9
University Grants Committee	0	0	0	1	1
Water Supplies Department	64	63	58	54	51
Working Family and Student Financial Assistance Agency (formerly Student Financial Assistance Agency)	6	7	8	11	15
Total	3 401	3 415	3 319	3 230	3 087

(Source: Examination of Estimates of Expenditure 2018-2019 by the Finance Committee - Reply Serial No. CSB003- Table 2)

Appendix III

Number of newly recruited civil servants who declared their disabilities during the recruitment process in 2012-2013 to 2016-2017 (by types of disability)

Type of Disability	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Visual impairment	7	7	11	10	6
Hearing impairment	8	28	20	37	14
Physical disability	5	14	7	11	8
Intellectual disability	0	1	1	0	1
Ex-mentally ill persons	3	7	2	11	4
Visceral disability	5	21	15	13	14
Others, e.g. autism, speech impairment, specific learning difficulties, etc.	2	2	2	1	2
Total	30	80	58	83	49

(Source: Examination of Estimates of Expenditure 2018-2019 by the Finance Committee - Reply Serial No. CSB003 – Table 3)

Appendix IV

Number of newly recruited civil servants who declared their disabilities during the recruitment process in 2012-2013 to 2016-2017 (by bureaux/departments)

Bureau/Department	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Buildings Department	0	0	6	1	0
Census and Statistics Department	0	1	1	0	0
Civil Aviation Department	0	0	1	0	0
Civil Engineering and Development Department	3	2	1	1	2
Department of Health	8	8	3	9	2
Department of Justice	0	0	0	1	1
Drainage Services Department	2	2	0	1	0
Electrical and Mechanical Services Department	0	1	2	1	0
Environmental Protection Department	0	0	0	1	0
Fire Services Department	0	4	0	0	1
Food and Environmental Hygiene Department	1	5	11	4	5
Government Logistics Department	2	0	1	1	1
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	0	0	2	0	0
G.S. : Civil Service Bureau	0	2	0	0	1
G.S. : Education Bureau	0	3	1	11	1
G.S. : Environment Bureau	0	0	0	0	1
G.S. : Innovation and Technology Bureau	-	-	-	0	1
G.S. : Labour and Welfare Bureau	0	1	0	0	1
G.S. : Security Bureau	0	0	0	0	1

Bureau/Department	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Highways Department	1	0	0	0	0
Home Affairs Department	0	4	1	1	2
Hong Kong Observatory	0	0	1	0	1
Hong Kong Police Force	0	3	0	0	0
Housing Department	3	8	3	4	2
Immigration Department	0	0	0	3	0
Inland Revenue Department	1	1	3	8	2
Judiciary	0	2	0	2	3
Labour Department	0	3	0	1	2
Land Registry	0	1	0	1	0
Lands Department	0	6	1	1	0
Legal Aid Department	0	0	1	1	0
Leisure and Cultural Services Department	6	10	12	19	4
Marine Department	0	0	0	1	0
Post Office	2	2	3	5	4
Radio Television Hong Kong	1	0	0	0	0
Rating and Valuation Department	0	2	0	0	0
Registration and Electoral Office	0	2	0	1	0
Social Welfare Department	0	4	3	3	10
Trade and Industry Department	0	0	1	0	0
Transport Department	0	0	0	0	1
Treasury	0	1	0	0	0
Working Family and Student Financial Assistance Agency (formerly Student Financial Assistance Agency)	0	2	0	1	0
Total	30	80	58	83	49

(Source: Examination of Estimates of Expenditure 2018-2019 by the Finance Committee - Reply Serial No. CSB003- Table 4)

Appendix V

Number of civil servants with disabilities leaving the civil service in 2012-2013 to 2016-2017 (by types of disability)

Type of Disability	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Visual impairment	24	32	43	38	27
Hearing impairment	14	18	13	19	22
Physical disability	98	103	122	136	141
Intellectual disability	0	1	3	0	1
Ex-mentally ill persons	21	23	26	26	31
Visceral disability	52	37	52	62	61
Others, e.g. autism, speech impairment, specific learning difficulties, etc.	1	2	0	1	0
Total	210	216	259	282	283

(Source: Examination of Estimates of Expenditure 2018-2019 by the Finance Committee - Reply Serial No. CSB003– Table 5)

Appendix VI

Number of civil servants with disabilities leaving the civil service in 2012-2013 to 2016-2017 (by bureaux/departments)

Bureau/Department	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Agriculture, Fisheries and Conservation Department	29	19	21	25	28
Architectural Services Department	0	0	2	0	1
Audit Commission	0	0	1	0	0
Buildings Department	0	0	2	1	0
Census and Statistics Department	0	0	1	1	0
Civil Aid Service	1	1	1	1	0
Civil Aviation Department	0	0	1	2	0
Civil Engineering and Development Department	1	0	1	2	1
Companies Registry	1	0	0	0	2
Correctional Services Department	38	11	22	33	26
Customs and Excise Department	3	4	3	10	3
Department of Health	1	4	6	5	5
Department of Justice	1	0	1	2	2
Drainage Services Department	5	10	9	10	6
Electrical and Mechanical Services Department	7	3	5	3	4
Environmental Protection Department	0	1	0	1	0
Fire Services Department	0	1	5	2	7
Food and Environmental Hygiene Department	11	20	22	19	31
Government Flying Service	1	0	0	0	0
Government Laboratory	0	0	0	1	1
Government Logistics Department	0	2	1	0	1

Bureau/Department	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	0	0	1	0	1
G.S. : Civil Service Bureau	1	2	0	1	0
G.S. : Commerce and Economic Development Bureau	1	1	1	0	0
G.S. : Development Bureau	0	0	1	0	0
G.S. : Education Bureau	6	9	7	6	6
G.S. : Environment Bureau	0	0	0	0	1
G.S. : Innovation and Technology Bureau	-	-	-	0	1
Highways Department	7	5	7	8	10
Home Affairs Department	1	3	2	3	3
Hong Kong Observatory	0	0	1	1	0
Hong Kong Police Force	29	53	51	63	55
Hospital Authority (On Secondment)	5	3	4	3	6
Housing Department	7	2	7	5	5
Immigration Department	11	6	8	12	15
Information Services Department	1	0	0	0	0
Inland Revenue Department	3	3	4	4	1
Judiciary	0	0	0	2	6
Labour Department	2	3	3	0	3
Land Registry	0	0	2	1	1
Lands Department	1	2	1	1	1
Legal Aid Department	1	0	1	0	1
Leisure and Cultural Services Department	20	25	22	31	24
Marine Department	1	3	4	3	2
Office of the Communications Authority	0	0	3	0	1
Official Receiver's Office	1	1	0	0	1
Planning Department	0	1	1	1	0

Bureau/Department	Year				
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Post Office	3	3	3	4	9
Public Service Commission	0	0	0	1	0
Radio Television Hong Kong	1	1	0	1	1
Rating and Valuation Department	3	3	3	1	1
Social Welfare Department	2	7	8	7	4
Trade and Industry Department	1	0	0	1	0
Transport Department	1	0	1	0	3
Treasury	0	1	2	0	0
Water Supplies Department	2	3	6	4	3
Working Family and Student Financial Assistance Agency (formerly Student Financial Assistance Agency)	0	0	1	0	0
Total	210	216	259	282	283

(Source: Examination of Estimates of Expenditure 2018-2019 by the Finance Committee - Reply Serial No. CSB003– Table 6)

Employment of persons with disabilities in the civil service

List of relevant papers

Meeting	Date of meeting	<u>Paper</u>
Panel on Public Service	16.5.2011	Administration's paper Press Release Minutes Administration's follow-up response to issues raised at the Panel meeting
	17.6.2013	Administration's paper Background brief prepared by the Legislative Council Secretariat Minutes Administration's follow-up response to issues raised at the Panel meeting
	15.7.2013	Administration's paper Minutes
	23.6.2014	Administration's paper Updated background brief prepared by the Legislative Council Secretariat Minutes Administration's follow-up response to issues raised at the Panel meeting

Meeting	Date of meeting	Paper
	22.6.2015	Administration's paper Updated background brief prepared by the Legislative Council Secretariat Minutes
	20.6.2016	Administration's paper Updated background brief prepared by the Legislative Council Secretariat Minutes
	19.6.2017	Administration's paper Updated background brief prepared by the Legislative Council Secretariat Minutes Administration's follow-up response to issues raised at the Panel meeting
Council Meeting	24.10.2012	Official Record of Proceedings Pages 88 - 94 (Written question raised by Hon TAM Yiu-chung)
	5.6.2013	Official Record of Proceedings Pages 138-141 (Written question raised by Hon Emily LAU)
	26.3.2014	Official Record of Proceedings Pages 72-88 (Written question raised by Hon Fernando CHEUNG)
	4.2.2015	Official Record of Proceedings Pages 107-112 (Written question

Meeting	Date of meeting	Paper
		<u>raised by Hon LEE Chuek-yan)</u>
Finance Committee	31.3.2014	<u>Controlling Officer's Reply (Reply Serial No. CSB064)</u>
	27.3.2015	<u>Controlling Officer's Reply (Reply Serial No. CSB062)</u>
	1.4.2016	<u>Controlling Officer's Reply (Reply Serial No. CSB012)</u>
		<u>Controlling Officer's Reply (Reply Serial No. CSB020)</u>
	3.4.2017	<u>Controlling Officer's Reply (Reply Serial No. CSB012)</u>
		<u>Controlling Officer's Reply (Reply Serial No. CSB057)</u>
		<u>Controlling Officer's Reply (Reply Serial No. CSB059)</u>
		<u>Controlling Officer's Reply (Reply Serial No. CSB060)</u>
16.4.2018	<u>Controlling Officer's Reply (Reply Serial No. CSB003)</u>	
	<u>Controlling Officer's Reply (Reply Serial No. CSB017)</u>	
	<u>Controlling Officer's Reply (Reply Serial No. CSB064)</u>	
	<u>Controlling Officer's Reply (Reply Serial No. CSB067)</u>	